

**LOCAL UNION 160, IBEW
2909 Anthony Lane
St. Anthony, MN 55418**

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NEWSLETTER - 169TH EDITION

MAY/JUNE 2014

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Martin A. Carey - Vice President
Barbara L. Oakes - Recording Secretary
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Rose M. Eiden - Bookkeeper
Shari L. Johnson - Office Manager
Jenny L. Olson - Receptionist, Referrals

General Membership Meetings

Retirement Club

Our Next Union Meetings Will Be Held:

- Minneapolis: June 5 & July 3, 2014**
7:30 p.m. - St. Anthony Union Hall
2909 Anthony Lane
- Becker: June 19 & July 17, 2014**
7:30 p.m. - 12423 Pine St
Becker Union Hall
- Mo Valley: June 24, 2014 - 7:30 p.m.**
St. Anthony - Union Hall
July 25, 2014- 7:30 p.m.
Sawmill Inn
2301 S. Pokegama Ave, Gr. Rapids



Local 160 Phone Ext.

- Kurt. - Ext. 105
Charlie- Ext. 108
Bob - Ext. 109
Jon - Ext. 125
- Jenny - Ext. 101
Rose - Ext. 103
Shari - Ext. 104
Tom C. - Ext. 106
Dan - Ext. 205
Tom K. - Ext. 115
Kevin - Ext. 126

Minneapolis Tel # (612) 781-3126
Minneapolis' Fax # (612) 781-4225

Jon Michels, Grand Rapids
Tel. # (218) 326-0533
Fax # (218) 326-0534

Becker Office Numbers
Daryl Tindle - (763) 262-1197
Dan K. - (763) 262-1198
Kurt Z. - (763) 262-1189
Fax # (763) 262-1168

Local Union 160 web site - www.ibew160.org

From the Editor

Rose M Eiden

The information contained in this newsletter has been obtained from sources believed to be reliable, & the editor has exercised reasonable care to assure its accuracy. However, the Local Union does not guarantee that contents of the publication are correct, & statements attributed to other sources do not necessarily reflect the opinion of Local Union #160.

The Retirees Club would like to welcome the following new members: Dave Statz, Gerald Bloms, Ray Dickson and Thomas Turner.

Meeting date for May is the 28th and June on the 25th. Summer break goes from July through September (Pig Roast on 9/25/14). Next meeting will be in October. Postcards will be mailed out in September.

All retirees are welcome to come and join for a mere \$12.00 a year.

QUOTES IN SUPPORT OF LABOR UNIONS

- ◆ “Although it is true that only about 20 percent of American workers are in unions, that 20 percent sets the standards across the board in salaries, benefits and working conditions. If you are making a decent salary in a non-union company, you owe that to the unions. One thing that corporations do not do is give out money out of the goodness of their hearts.” - *Molly Ivins*
- ◆ Every advance in this half-century: Social Security, civil rights, Medicare, aid to education...one after another - came with the support and leadership of American Labor. - *Jimmy Carter*
- ◆ Today, although there are still sweatshops and other inhumane working conditions for many workers around the world, the labor movement has won numerous victories that many of us take for granted, such as the 5-day work week, 8-hour work day, paid holidays and the end of child labor. - *Robert Alan*
- ◆ The best wages will not compensate for excessively long working hours which undermine health. - *Supreme Court Justice Louis Brandeis*
- ◆ The quality of employees will be directly proportional to the quality of life you maintain for them. - *Charles E. Bryan*
- ◆ The history of America has been largely created by the deeds of its working people and their organizations- - there is scarcely an issue that is not influenced by labor's organized efforts or lack of them. - *William Cahn, Labor Historian*
- ◆ The only thing workers have to bargain with is their skill or their labor. Denied the right to withhold it as a last resort, they become powerless. The strike is therefore not a breakdown of collective bargaining - it is the indispensable cornerstone of that process. - *Paul Clark*
- ◆ Never forget, people DIED for the eight hour workday. - *Rebecca Gordan*
- ◆ The American Labor Movement has consistently demonstrated its devotion to the public interest. It is, and has been, good for all America. - *John F. Kennedy*

A Word or Two From Your Business Manager/Financial Secretary

On May 1, 2014 at the general membership meeting, nominations for Officers, Executive Board and I.O. Delegates were held. See the list of nominees in this newsletter. Be sure to vote.

I am hoping that the nicer weather that we are suppose to have this week is finally here to stay and everyone has an opportunity to enjoy their normal summer vacations.

We have been receiving a few calls about the contract with Xcel Energy and when will we be getting them out to our members. At the time of this writing, the Xcel Energy contract language has been agreed to and we are waiting for the signature copies. Once we receive that from Xcel they will go to the printer. It is looking like sometime in July we will be able to hand them out.

With the shutdown of the Black Dog Steam Plant at Xcel Energy appearing to be around April 2015, Kurt Zimmerman and I are hoping to start negotiating the effects of shutting down the two remaining coal fired units.

The Local Union has met and negotiated a first agreement with Veolia Energy Solutions; Veolia took over the operation and maintenance of the University of Minnesota steam plants from Foster Wheeler Twin Cities. The membership affected will be voting on this first agreement on May 16, 2014.

Dan Kieffer has been able to negotiate with Benco Electric, Steele-Waseca, Redwood Electric and Minnesota Valley who are acquiring the customers and assets from Alliant Energy, on how the Alliant Energy employees (approximately 16) will fit into our Labor Agreements with these Co-ops.

The 31st Annual International Lineman's Rodeo will be held on Saturday, October 18, 2014, in Bonner Springs, Kansas. Leigh Conducy - Missouri Valley Apprenticeship Instructor has a team of four (4) Local 160 Apprentice Lineman who plan to compete. I will be putting together a proposal of assistance for the Executive Board to review and hopefully approve at the May meeting. If you are interested in participating in this year's events, please let me know. The sooner we know the easier it will be to reach out to the employers to ask if they want to be involved and plan in the budgeting.

And finally, Attitude/Safety - Let's make something perfectly clear - Local 160's union office does not believe that discipline is the proper method of changing poor work habits. In fact in most cases, it makes the situation worse. It is my opinion that adult human beings become defiant when punished. There is a feeling of resentment and rage. There are multiple methods of changing behavior without immediately resorting to punishment. When an employee persistently, with intent, violates rules, discipline may be a method, but that should be the last resort.

What about the behavior of management that disciplines an employee for a safety rule violation, then does nothing to further train and educate the individual. If it was so drastic of a violation, do you think it would be important enough to use the situation or error as an example to educate others? In most, if not all cases, the instance is never communicated to other, as a means of education; it is merely punishment. I believe the theory is, if we punish this employee, the others will get in line. Similar to what I remember when I was in grade school. In some cases, if one misbehaves so to speak, the entire class will stay after school. This may seem cynical, but I believe this to be the opinion of our members when subjected to this type of philosophy.

Imagine this - a Journeyman of 30 years makes a mistake. Is that hard to believe? How about the 30 year Journeyman who has actually been performing a portion of his/her work in violation of a rule his/her entire career. Maybe poor initial training was the cause, or the Journeyman who took him/her under his/her wing who has had habits himself/herself. Now he/she learns that he/she needs to perform the task in a different manner. Until accustomed, he/she could make another mistake.

The union office believes that everyone should go home safe. We all have a degree of responsibility to ensure that this is possible. In fact, the union office believes we can learn by each other's mistakes. With that said, we, the union office, will communicate to the best of our ability instances when one of our members makes a mistake.

We are asking that those in the field advise the union office when a mistake was made so we can help other Brothers and Sisters from making the same mistake. We will not publish names or locations. We simply want to use, what could be a near miss, to enlighten others. There is nothing to be ashamed of. We all make mistakes!

This brings up another subject - "self reporting." It has always been our opinion and strongly advised to tell the truth. Honesty is the best policy! However, too many times we have experienced contradictions to this advise. Companies are quick to discipline an employee for not being forthright. In fact, some employers discipline employees even if they think, without proof, that an employee was not perfectly honest. So what does this do to the incentive to believe that "honesty is the best policy?"

Continue on next page

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Do you want to self-report if there is the likelihood that you will be disciplined? I would think no. That is a damn shame!

Is it fair to say that some of our members believe they are under a microscope at all times? Is it fair to say that some of our members have discipline on their mind throughout their workday creating a distraction? Do you feel that you are continuously being graded?

I ask that you review the following principals and grade your first, second and third level of management. In an effort to amplify our members, we try our best to follow these principals. Simple behaviors, which improve and amplify our members in all aspects of our work, diversity, safety, unity etc.

- Act with respect
- Recognize “more than one way”
- Keep an open mind for learning
- Ask questions before assuming
- Suspend judgement while listening
- Check for understanding
- Recognize your own emotions
- Put yourself in his/her place
- Strive for mutual solutions

As well, we need to grade ourselves in the basic principles of life. So how does all of this relate to safety? It is about “attitude.” If you poke someone in the eye with a stick, don’t expect their attitude to improve.

We hope for the day when all of our members, on all properties, have a good attitude. Then we will have Brothers and Sisters working safe and enjoying their profession. If we are paid a fair wage, have good benefits, good conditions, have a collective bargaining agreement, but are still disgruntled each day as we enter the workplace, then something is seriously wrong! Despite your frustration it is your life, protect yourself and your Brothers and Sisters around you.

Fraternally,

Thomas G. Koehler

2014 Labor Bowl

On April 24, 2014 Local Union 160 sponsored a 5 man bowling team to compete in the 2014 Labor Bowl. The event was held at the Midway Pro Bowl in St. Paul and was hosted by The St. Paul Regional Labor Federation. The Labor Bowl is a fundraiser where the proceeds go to benefit the Labor Studies and Resource Center, which is a non-profit organization that supports union member facing layoffs, work stoppages or other financial crises.

Our 5 man team, dubbed “The Odd Squad”, included (from left to right) Jim Samuelson (Local 160 Political Coordinator and Missouri Valley Journeyman Lineman), Marty Carey (Local 160 Vice-President and Xcel Energy EM&P Breaker Foreman), Jim Brereton (Local 160 Executive Board Member and retired Xcel Energy Foreman), Tom Koehler (Local 160 Business Manager and Financial Secretary), and Scott Knight (Xcel Energy Line Crew Foreman). The 5 of us would like to thank the members of Local 160 for sponsoring our team.

In Solidarity,

Jim Brereton
Executive Board Member



2014 Election Nominees

President:	Alan P. Rademacher James A. Samuelson
Vice President:	Martin A. Carey
Recording Secretary:	Barbara L. Oakes
Business Manager/Financial Secretary:	Thomas G. Koehler
Treasurer:	Eric W. Spielmann
Executive Board:	James D. Dufour Martin J. Halter Clayton E. Kaeter Kevin J. Kaeter Scott E. Knight Dan A. McConnell Mark A. Ring Michael J. Ringstad James S. Tobin Barry S. Trach
I.O. Delegates:	Robert J. Boogren Thomas D. Cassidy Daniel J. Kieffer Scott E. Knight Jon D. Michels Barbara L. Oakes Kevin J. Peterson Mark A. Ring Charles R. Sable James M. Tobin Kurt W. Zimmerman

All ballots will be mailed out no later than May 15, 2014. If you do not receive a ballot it could possibly be that you have moved and forgot to give Local Union 160 your new address. **All ballots should be at the P.O. Box (not dropped off at the Union Hall) no later than June 16, 2014 by 8:00 a.m.**

THIS IS YOUR UNION
So be proud and vote for your Officers, Executive Board
and I.O. Delegates.

History - U.S. Labor Union - Quiz

- Which was the largest labor union in the U.S. in 2005?
National Education Association
United Auto Workers
Teamsters
Service Employees' International Union
- Which radical union endorsed sabotage of the workplace?
Industrial Workers of the World
Congress of Industrial Organizations
Knights of Labor
International Workers of the World
- Which of the following was never a president of the Screen Actors Guild?
Sally Field
Charlton Heston
Ronald Reagan
Ed Asner
- Which union leader organized California farmworkers?
Cesar Chavez
Sidney Hillman
Walter Reuther
A. Phillip Randolph
- This labor organization was formed by unions that left the American Federation of Labor in 1935 because they were dissatisfied with its failure to organize big industries.
Congress of Industrial Organizations
Industrial Workers of the World
New Unity Partnership
Knights of Labor
- All unions are required to belong to the AFL-CIO.
True
False
- In what year in the twentieth century did unions represent the highest percentage of the American workforce?
1936
1953
1967
1999
- Martin Luther King, Jr. was assassinated while in Memphis to support a strike by what type of workers?
Hospital workers
Garbage workers
Construction workers
Teachers
- Why did the Congress of Industrial Organizations expel the International Longshore and Warehouse Union in 1949?
Because it admitted African-American members
Because it was controlled by organized crime
Because it endorsed a Republican for president
Because it refused to purge Communists from its leadership
- Why did the AFL-CIO expel the Teamsters Union in 1957?
Because it was controlled by organized crime
Because it admitted African-American members
Because it endorsed a Republican for president
Because it refused to purge Communists from its leadership

Answers on next page

QUOTES IN SUPPORT OF LABOR UNIONS

- ◆ It is one of the characteristics of a free and democratic nation that it have free and independent labor unions. - *Franklin Delano Roosevelt*
- ◆ The important role of union organizations must be admitted: their object is the representation of the various categories of workers, their lawful collaboration in the economic advance of society, and the development of sense of their responsibility for the realization of the common good. - *Pope Paul VI*
- ◆ The strongest bond of human sympathy outside the family relation should be one uniting working people of all nations and tongues and kindreds. - *Abraham Lincoln*
- ◆ Only a fool would try to deprive working men and working women of their right to join the union of their choice. - *Dwight D. Eisenhower*
- ◆ "History is a great teacher. Now everyone knows that the labor movement did not diminish the strength of the nation but enlarged it. By raising the living standards of millions, labor miraculously created a market for industry and lifted the whole nation to undreamed of levels of production. Those who attack labor forget these simple truths, but history remembers them." - *Martin Luther King Jr.*

Answers to the quiz

- 1 National Education Association - The NEA represents over 2.5 million education employees, mostly public school teachers. The Service Employees (SEIU) is second, representing 1.8 million public employees, healthcare workers and janitors. The Teamsters have about 1.4 million members and the Auto Workers under 1 million.
- 2 Industrial Workers of the World - The IWW was strongest in the early twentieth century. They were one of the first unions to push for equal rights for immigrants, women and African-Americans. Their membership included miners and lumberjacks and colorful characters such as Joe Hill and Big Bill Haywood.
- 3 Sally Field - SAG, one of the most star-studded unions, represents actors in television and film. Sally Field starred in the union drama "Norma Rae," in which she organized a textile mill, but she was never president of SAG.
- 4 Cesar Chavez - In the 1960's, Cesar Chavez and Dolores Huerta founded the United Farm Workers. A. Phillip Randolph was president of the Sleeping Car Porters, one of the first unions which had a predominantly African-American membership. Walter Reuther was president of the Auto Workers and Sidney Hillman was president of the Clothing Workers' Union.
- 5 Congress of Industrial Organizations - In 1935, a group of unions that wanted to organize American's major industries broke off from the AFL and formed the CIO. The CIO oversaw the unionization of the auto, steel and textile industries. It was more aggressive than the AFL and more political. Where the AFL had generally remained politically neutral, the CIO encouraged its members to become active in politics and worked to elect union-friendly candidates to office. In 1955, the CIO merges back into the AFL, forming the AFL-CIO.
- 6 False - The AFL-CIO is an umbrella organization for labor unions. Membership is voluntary and carries some benefits, but is not required. The largest union in the United States, the National Education Association, has never been an AFL-CIO member. In 2005, several large unions, including the Service Employees International Union and the Teamsters, left the AFL-CIO to form the Change to Win Federation. In addition, many smaller or regional unions are not affiliated with the AFL-CIO.
- 7 1953 - In 1953, 32.5% of the workforce were union members. The number has been declining steadily since that time. By 2002, only 13.2% of the workforce were union members. The decline can be attributed to many factors, including the decline of the industrial manufacturing sector, the passage of anti-union legislation, the failure of unions to aggressively organize and the use of increasingly savvy anti-union tactics by employers.
- 8 Garbage workers - King came in support of the 1968 garbage workers strike. King was a supporter of rights for workers, but unions were divided on the civil rights movement. While some unions took up the cause of civil rights, notably the United Auto Workers and United Farm Workers, many stayed neutral and some opposed the movement.
- 9 Because it refused to purge Communists from its leadership - Led by the legendary Harry Bridges, the Longshore Workers (ILWU) aggressively represented the workers on the docks of the west coast. The Taft-Hartley Act, passed in 1947, required union leaders to declare they were not members of the Communist Party. Several unions, including the ILWU and the United Electrical Workers, refused to do so on principal. In 1949, the CIO expelled 11 such unions. The ILWU eventually was allowed to rejoin the AFL-CIO.
- 10 Because it was controlled by organized crime - The AFL-CIO alleged that Jimmy Hoffa's Teamsters Union was fostering criminals. From the 1950's to the 1980's, the Teamsters engaged in a prolonged battle with the federal government over allegations of corruption and ties to organized crime, and several of the union's presidents went to prison. Hoffa disappeared in 1975, and his whereabouts are still unknown. In 1998, Hoffa's son, Jimmy Hoffa, Jr., was elected president of the Teamsters.

QUOTES IN SUPPORT OF LABOR UNIONS

- ◆ Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours, and provided supplemental benefits. Through collective bargaining and grievance procedures, they have brought justice and democracy to the shop floor. - *John F. Kennedy*
- ◆ If any man tells you he loves America, yet hates labor, he is a liar. If any man tells you he trusts America, yet fears labor, he is a fool. - *Abraham Lincoln*

LOCAL 160 WELCOMES NEW MEMBERS

Ryan Aguirre	Cody Atkinson
Tony Aurentz	Steven Bailey
Taryn Barber	Lew Benzkofer
Evan Boike	Craig Bourdeaux
Brittany Breault	Travis Breault
Dustin Decker	Michael Dombrowski
Christopher Duda	Kyle Fink
Ryan Funk	William Goodnature
Jonathon Gordon	Peter Hagberg
Michael Hanson	Joshua Hargrove
Matthew Hauer	Jacob Hemstrom
Ryan Higgins	Trent Holcomb
Gary Huff	Derek Johnson
Frank Johnson	Matthew Korfiatis
Kevin Leisdon	Cody McNallan
Aaron Muellner	Austin Ostoff
Bryan Penrod	Cory Pietrzak
Dustin Rose	William Schindeldecker
Christopher Schlegel	Alexander Skogerbo
Matt Smart	Jeremy Thorson
Nicholas Tritz	Lonnie Van Eps
Todd Weber	Michael Westegard
Leah Whiteker	Matthew Wohlsdorf
Travis Wurm	

Membership Count = 3065



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GET WELL WISHES WERE SENT TO THE

FOLLOWING MEMBERS:

David Boyd - Mo Valley
Allen Pearson - East Central Energy
Jacquelyn Peterson - Xcel Energy
Ellis Pfeffer - Xcel Energy



IN MEMORIAM

We are deeply saddened by the loss of our brothers. Our deepest sympathy goes out to their families & friends.

John (Jack) Chmielieski - Retired Mo Valley - Died 3/25/14
Richard Gilligan - Retired NSP - Died 1/2014
Eugene Miller - Retired Xcel Energy - Died 4/2014
William Sorokie - Retired NSP - Died 4/15/14

CONGRATULATIONS TO THE FOLLOWING MEMBERS ON THEIR RETIREMENT.

Jim Bacha - Foster Wheeler
Karen Bothun - Xcel Energy
Stephen Christian - Xcel Energy
Terry Davis - Great River Energy
Diane Gross - Xcel Energy
Najib Gubash - Foster Wheeler
Randy Gunderson - Xcel Energy
Michael Lynch - Xcel Energy
Timothy Peterson - Xcel Energy
Ricky Todd - Foster Wheeler



My therapist told me that the way to achieve true inner peace is to finish what I start. So far today, I have finished 2 bags of M&M's and a chocolate cake. I feel better already.